



Naval Oceanographic Office

OCEAN FRONTIER

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Maximizing America's Sea Power

December 2004/January 2005

*On Behalf of
the Naval
Oceanographic
Office, Have a
Safe and
Happy Holiday
Season.*

*-CAPT Jeffrey Best
Commanding Officer*



Celebrating 229 Years at the Navy Ball



The senior sailor at this year's Navy Ball, CAPT Robert P. Garrett of the Naval Research Laboratory at Stennis, joined NAVOCEANO's ENS Christopher Tuggle, the youngest sailor present, in the ceremonial cutting of the Navy birthday cake. The tradition symbolizes the sharing of wisdom, experience, youth and vitality within the U.S. Navy.

NAVOCEANO celebrated "229 years of Naval Excellence" at the 2004 NAVOCEANO Navy Ball, held at Casino Magic in Bay St. Louis, Miss., on 23 October.

More than 180 civilians, Naval officers and enlisted from COMNAVME-TOCCOM, Naval Research Laboratory

- Stennis, Special Boat Team 22 and the Naval Meteorology and Oceanography Professional Development Center joined with NAVOCEANO to celebrate.

RDML Tim McGee, COMNAV-METOCCOM, served as the night's honored guest speaker.

Educational Outreach



NAVOCEANO's Mark Jarrett (second from left) examines plankton with Sea Scholars after a tow on the USNS SUMNER.

Sea Scholars 2004: Underway Instruction in Marine Science

By Rich Balser, Survey Operations Support Division

For 10 days in October, as USNS SUMNER transited toward its drydock port, the NAVOCEANO crew aboard numbered greater than normal. What made this transit different was it housed 14 teachers along with two USM instructors, two Navy AGs and six NAVOCEANO crew members who were participants in the eighth year of the Sea Scholars educational outreach program.

The group embarked at Hawaii and spent two days conducting over-the-side operations that included CTD, core and grab samples. The ship then transited across the eastern Pacific toward

See **Sea Scholars**, page 6.

From the Commanding Officer

The Road Ahead

Everything keeps moving ahead at a fast and furious pace. I would like to cover recent developments with the community reorganization and some initial feedback from the Command Climate Survey conducted this past spring.

The reorganization of the community along business lines is quickly becoming a reality. NAVOCEANO personnel directly involved include myself as the Director of Oceanography Operations (DOO) for Antisubmarine Warfare; Barb Reed as the DOO for Navigation and Submarine Security; CDR Spearman as the Executive Assistant to the DOO for Intelligence, Surveillance and Reconnaissance (ISR); and Mary Jones as CNMOC N1/N7 Human Capital Assistant Chief of Staff.

I will remain CO of NAVOCEANO, and Barb will be the temporary DOO for Navigation until CAPT Lisa Frailey arrives from the National Geospatial-Intelligence Agency in approximately one year.

John Lever, NAVOCEANO's chief information officer, and some of our N8 personnel will take on added responsibilities from an Enterprise perspective. We do not anticipate these folks will physically move to CNMOC. Lastly, Micki Zorn has moved to CNMOC to become the new protocol officer, and Rich Kren will work on Enterprise strategies at CNMOC.

The loss of these people will hurt, but on the bright side, it will open up opportunities for our people here. Many of those leaving have been a mainstay of this organization for many years. As an example, Micki has worked for nine COs over the last 15 years. A vast amount of corporate knowledge is moving across the street.

The good news is that all these people are not going far, and we will be able to see them on a regular basis. So, if you see them in the cafeteria or in the hallways of Building 1100, please tell them what a great job they have done for our office.

So what does this all mean for NAVOCEANO? There will be some restructuring involved; however, the majority of our personnel will be working their same job at the same desk. We have a very matrixed organization in which many people support the various business lines.

Our senior leadership is working on how to better align the organization to most efficiently support seven of the nine developed business lines. The program managers we have in place already are perfectly poised to support their respective business lines. This may become the model for the remainder of the business lines.

One of NAVOCEANO's goals is to become more operational. I could not be happier with all the efforts to support the latest military exercise in the western Pacific. We now have an operational watch floor to directly support fleet exercises and operations. My hat goes off to everyone involved, including setting up the Survey Operations Center, standing 24/7 watches and producing detailed oceanographic products being briefed to the highest levels in the Navy. Well done to all. I would like to personally recognize each participant in this article, but so many people are involved, it would make the article too long. We really hit a home

run with this exercise.

Next, I would like to discuss some of the results of the Command Climate Survey. The

No. 1 concern from the survey was poor communication. I have tasked department heads to develop a plan within their departments to address this problem. I have also initiated a monthly Town Hall Meeting to be held the first Thursday of every month in which I will address one or two departments in an open forum and answer any questions you might have.

Another initiative to improve internal communications has been the "Brown Bag with the XO." Each month, the XO will meet with about a dozen randomly selected employees. This is an opportunity for employees to discuss and address any concerns you might have and a great opportunity to get to know the new XO.

Other problem areas identified by the survey included poor management skills, unfairness in promotions and evaluations, the need for improvement of travel incentives and in the work environment, and concerns about the 48-hour rule. We will look into these areas and fix what we can. Please remember some of these items cannot be fixed overnight, but they will be addressed. We will also need everyone's help. Remember, we are one team and must all work together to make NAVOCEANO the best place in the world to work.

Again, thanks for everyone's hard work and dedication and remember to keep smiling. It makes everyone around you feel better.



*CAPT Jeffrey Best
Commanding Officer*

Welcome Aboard

Thomas Brody
EM1 Michael Carter
YN1 Deidre Davis
Megan Hatter
QMC Montress Johnson
LTJG Ramon Martinez
Andrea Mask
Norma Putman
EN1 Gary Reiter
Eric Singer
LTJG Giancarlo Waghelstein
Lowell Webb
Brenda Welch

Strategy in Action

Reading the Tea Leaves

By Richard Kren

I have written in this column before that things are not always what they might appear to be at face value. In the absence of explanation, people individually arrive at their own conclusions—hence the rumor mill is fed.

Since the last issue of Ocean Frontier, RDML McGee has assumed command of the Navy's oceanography community; the community has begun to align itself to warfare capabilities (business lines); Dr. Ed Johnson has departed as the Technical Director; and I have moved to a position on the CNMOC staff. Viewing these events relative to the NAVOCEANO strategy, it might seem logical to conclude that these events spell "curtains" for the NAVOCEANO strategy or that the two-year journey into strategic planning has been a failure.

I wanted to end my series of articles by communicating to you that our time spent engaged in strategy has not been wasted, and the strategy is not dead. To do so, I recently interviewed RDML McGee about the subject and want to use this platform to

convey his thoughts.

Q. Admiral, you have recently laid out your vision for the oceanography community in your "Commander's Intent." Can you describe how this vision represents change for our community?

A. *First, my Commander's Intent was designed to bring an enterprise approach to running this community, overcoming the stove-piped nature in which we have operated in the past. The Intent also serves to align our civilian and uniformed professionals along warfighting lanes. In the process of doing this, we have flattened our community from five echelons to two and have eliminated redundancies that were present in our former regional concept of operations.*

Q. Can you explain what forces, ideas and experiences have shaped this strategy?

A. *Three concepts helped to formulate the ideas behind the Commander's Intent: the Naval*

Transformational Roadmap, SeaPower 21 and the campaign analyses that revealed where we performed well and where there were gaps in our support to Naval warfare. In addition, NAVOCEANO and FNMOC were instrumental in identifying the business (warfighting) sectors that Oceanography naturally enables and then putting performance metrics in place.

Q. Would you explain if and how the NAVOCEANO strategy contributed to the formation of your strategy?

A. *The strategy at NAVOCEANO obviously played a big part in the formation of our Enterprise vision. The emphasis on transforming our products, services and support down the scales of warfighting to the tactical domain was particularly attractive. This is not to say that the strategic and operational scales are unimportant, but that we now are beginning to span the full spectrum of warfare. The specialization that our civilian com-*

See **Tea Leaves**, page 5.

For Your Benefit

Tips for Planning Your Retirement

By Cynthia Warner, Human Resources

To prevent mistakes and delays, be prepared when planning for retirement.

Once you have notified Human Resources (HR) of your intent to retire, your retirement application will be sent to the Navy Human Resources Service Center—Southeast (HRSC-SE). They will review the application and determine your eligibility to retire and to continue your Federal Employees' Health Benefits (FEHB) and/or Federal Employees' Group

Life Insurance (FEGLI) coverage.

HRSC-SE will provide you with a Certified Summary of Federal Service that lists your verified federal civilian and military service. This is your opportunity to review the record for accuracy and make any needed changes.

The HRSC-SE will also certify and transfer your FEGLI coverage and FEHB enrollment to OPM (if eligible), send current beneficiary designations in your official personnel folder,

process the personnel action needed to separate you for retirement, complete and certify your application and send your application and related records to Payroll.

Payroll authorizes your final salary payment after you separate for retirement and any lump sum payment for unused annual leave. They also prepare your Individual Retirement Record, which reflects service, salary history and annual retirement contri-

See **Retirement**, page 5.

Department News

N3: The Oceanographers, Leaders in the U.S. Navy

The Oceanography Department (N3) plays a significant role in providing products and services to NAVOCEANO customers worldwide.

This department, led by James Rigney, is comprised of approximately 115 civilian and contractor personnel who are responsible for collecting, processing, analyzing and modeling oceanographic data.

The science of oceanography deals with every aspect of the sea surface and water column, from temperature, salinity and sound speed to currents, optics and waves. The employees of N3 are involved in advancing technology in supplying knowledge in all these areas. "We are the leaders in applying the data operationally for the Navy," said Rigney.

The department's primary customers are the Navy warfighters, who require accurate and timely information for use in operational planning. N3 also interacts with all other departments within NAVOCEANO as

users and suppliers of information. For example, N3 works with the Warfighting Support Center (N2) and the Hydrography Department (N4) to obtain bathymetric data used to create products. N3 also provides sound speed profiles for the Geophysics/Acoustics Department (N5) that are used to run acoustic models.

One of N3's upcoming major projects will be interacting with potential Navy customers to provide non-acoustic antisubmarine warfare (ASW) products derived from bioluminescence and optics.

"We are excited about this as an emerging product line," said Rigney. "This year, we will also work on survey schedules that address fleet requirements that come in through the fleet oceanographic support workshop."

N3 will also draft a Requirements Satisfaction Plan aligned with several warfare focus areas, particularly ASW Mine Warfare (MIW) and Naval Special Warfare. N3 is current-

ly determining a planning process on how to specifically address its impact on each of these areas.

Less than a year ago, N3 established a Forecasting Division as an enabler to assist with Naval Special Warfare and MIW. In some cases, the information obtained by running models and producing databases within the division can be contradictory and conflicting. Because of this, the consumer wants it boiled down to a simple forecast.

The Forecasting Division provides products that address operations that will happen in the near term and might happen in the long term.

"The major goal is to make the Forecasting Division robust and able to respond to consumer requests rapidly," said Rigney.

N3's goals are aligned with NAVOCEANO's Strategic Plan and focus on the major warfare areas such as ASW, MIW and Special Operations.

See **N3**, page 7.

Employee Spotlight

"Good people make my job enjoyable...I'm never bored."

Dr. Michael Carnes, of N3's Analysis Division, sees the Strategic Plan goals of partnering and relevancy as part of his day-to-day job. That's because his focus is to leverage resources and knowledge to execute partnerships with other agencies and to strengthen the relevancy of NAVOCEANO's products to the Navy.

A native of Atascadero, Calif., Carnes graduated with a bachelor's degree in physics from Humboldt State University, receiving his master's and Ph.D. in physical oceanography from Texas A&M. He started his career at NAVOCEANO in 1983 as an oceanographer and today works in the

Analysis Division within the Oceanography Department developing products to support Naval operations.

Carnes partners with other agencies, particularly NRL, on ocean models and climatology. Carnes is also concentrating on operational timescales dealing with real-time model evaluations with emphasis on the impacts of ocean acoustic ASW.

Although the Oceanography Department partners with leaders in ocean technology and sciences to advance new technologies, Carnes believes his division benefits by using the Maury Library and reading journals related to physical oceanography

"The projects you work on are interesting only if you make them interesting," says Dr. Michael Carnes, an oceanographer for N3.



to stay on top of new advances. "Our division uses the library to help respond to all the product requests," Carnes said. "It is a critical resource to us as a division."

"Carnes' hard work and dedication

See **Carnes**, page 7.

NAVOCEANO News

NAVO Introduces New Ways to Improve Communication

Results of the 2004 Command Climate Survey named communication as the top issue among NAVOCEANO workers.

In an effort to help improve communication, a series of Town Hall meetings for employees have been initiated by CAPT Jeff Best.

The first meeting was held on 4 November for more than 100 people in codes N1, N2 and NS. CAPT Best fielded questions on a variety of topics, such as outsourcing, NMCI and paybanding.

The second meeting was held 2

December with N4, N7 and N8 employees.

The schedule for upcoming Town Hall meetings is as follows: N6 will meet on 6 January; N5 and 0 Codes will meet on 3 February; and N3 and N9 will meet on 3 March.

Suggestion boxes are also being placed around NAVOCEANO and will be checked regularly.

All Hands calls will be conducted more frequently and will be transcribed for employees and distributed to shipriders.

Brown Bag Lunch with the XO is

another communications effort that allows more direct communication with upper management. Employees are able to interact directly with the XO and voice concerns or topics of interest and make suggestions for the betterment of NAVOCEANO.

The first lunch was held on 18 November for a dozen employees, randomly selected by a computer program.

Through initiatives like these, NAVOCEANO is committed to keeping employees aware and informed.

Tea Leaves, continued from page 3.

munity brings is indispensable to the front-end delivery provided by our military personnel. The lessons learned by NAVOCEANO as it developed and rolled out its strategy do not need to be relearned. I expect to be able to build upon these lessons at Headquarters. Finally, the techniques that helped move the strategy and vision down toward the working level are highly critical to achieving

success with any strategy. NAVOCEANO did it exceptionally well.

Working closely with NAVOCEANO's strategy and watching how the Commander's Intent was formulated, I am ecstatic that the work pioneered at NAVOCEANO has been recognized and elevated to the oceanography community Enterprise level. The very good news is that, as the rest of the community struggles to

understand and align to the Admiral's vision and strategy, NAVOCEANO is already ahead by virtue of our previous work.

Our strategy has served us well, has postured us for the future and will help NAVOCEANO emerge from the current reorganization more focused and relevant than ever, and in great shape to handle any challenges that the future has in store.

Retirement, continued from page 3.

butions, and certify your annual basic pay for life insurance purposes, if applicable. Then, they forward your retirement package to the Office of Personnel Management (OPM) Retirement Operations Center.

Up to this point, questions about the status of your retirement application should be referred to NAVOCEANO. You may withdraw your retirement application at any time before you actually separate for retirement.

Once OPM receives your retirement application, you receive an acknowledgment and claim number. If your entitlement to an annuity is verified, OPM authorizes interim annuity payments until your claim is

completed.

Interim payments are about 85 percent of your estimated monthly payment, and OPM usually authorizes interim payments within four days of receiving your retirement package.

If you retire within the first three days of the month, your benefits will accrue through the end of the month and will be payable on the first business day of the following month. Treasury Department processing and mail delivery add 8 to 10 business days to the process, so expect your first payment in 3 to 4 weeks.

Final adjudication of your case takes place in the OPM Office of Retirement Programs. Further questions will be dealt with there. Once your file is complete and accurate,

your regular annuity amount will be determined, and payment will be authorized. Any money owed to you from past short payments will be included in your first regular annuity payment. You will be sent a personalized statement detailing how much your monthly payment will be and listing FEHB/FEGLI deductions and tax information.

OPM completes the entire retirement review process within 6 to 8 months from the date it receives your retirement package, although certain benefit elections can delay the process. For information about the status of your retirement application once it has reached OPM, call OPM's Retirement Information Office at (202) 606-0500.



This year's Sea Scholars from Alabama, Colorado, Connecticut, Florida, Mississippi, New Jersey, Ohio and Texas first learned about shipboard safety upon boarding USNS SUMNER.

Sea Scholars, continued from page 1.
Portland, Ore.

The journey provided the teachers and crew the opportunity to observe from a distance volcanoes of Hawaii, as well as the Cascades.

During the transit, the teachers were divided into four groups. Each rotated through lecture/laboratory sessions in physical oceanography, bathymetry, acoustics, marine geology, marine biology and meteorology.

During Sea Scholars, each teacher had hands-on opportunities to conduct expendable bathythermograph (XBT) casts, listen to ambient ocean noise with sonobuoys, sieve grab samples, view plankton with microscopes, launch weather balloons and collect and process bathymetric data from ISS-60. ISS-60 is the ship's integrated survey system, where the surveyors/operators control all aspects of surveying.

Senior NAVOCEANO Representative Mark Jarrett stressed the program's importance and significance to the participants.

"We want the leaders of tomorrow to have a solid foothold in the field of science," said Jarrett. "This has a higher likelihood if we promote math and science education in our high

schools and encourage our next generation by illustrating practical aspects of oceanography."

Although many of the participants had to make adjustments to life without Internet, as well as endure cold temperatures in the survey lab and deal with motion sickness associated with 12-ft seas, each participant found the experience positive and rewarding, and leaving a major impact on his or her teaching career.

Teachers Connolly Coyle and John Moore found being around other teachers as well as specialists in the field energizing.

"I feel that I was not looking at a study as an outsider but from within as someone involved," stated Moore.

Teacher Staci Pierce said she learned a lot about what NAVOCEANO does and its importance to the Navy. Jim Backus was "impressed to see how all the science and equipment came together." Whereas, Sarah Mitchell "appreciated the encouragement and willingness from everyone on the ship to be open and share information about their jobs." For Anne Holbrook, it was an opportunity to learn to incorporate new material, while Shani Bourn felt

humbled but honored to be part of a group teaching science with such practical application.

Teachers Mendel Graeber, Doug Blanchard and Pam Terasaki were impressed by the rewarding interactions with the NAVOCEANO surveyors.

Margaret Clark may have summarized the experience best by stating she now had the knowledge to help students plan careers as uniformed Navy, civilian scientists or merchant marines.

Sea Scholars instructors included NAVOCEANO surveyors Mark Jarrett, Joe Tegeder, Jay Wallmark, Kelly Fougerousse, Rich Balser and Gerald Strickland. Sheila Brown and Susan Ross represented USM's Center for Ocean Sciences and led several teaching workshops in addition to the Marine Biology section.

AGCS(AW/SW) Jeffery Potts and AG2(SW) Elizabeth Brown, both from NAVPACMETOCCEN/JTWC Pearl Harbor, conducted the meteorology portion.

Each of the staff members were well-received by the participants and found the experience and interactions challenging and rewarding. Although this year's Sea Scholars program concluded when USNS SUMNER reached Portland, for many this was just the beginning of a journey in education that may expand their teaching resources, enrich their lives and help them educate our future scientists and oceanographers.

For more information on Sea Scholars, visit the J.L. Scott Marine Education Center's Web site at <http://www.usm.edu/aquarium>.

Safety Matters

Tips for Coping With Holiday Stress

1. Plan realistically to reduce the strain of juggling errands, appointments and other tasks.
2. Follow your lists and stay within your budget. Overspending is a common holiday stressor.
3. Learn how to say no to less important activities. Do not overschedule. Limit yourself to two social events per week so you will not run down your batteries.
4. Schedule some downtime for personal rest and reflection.
5. Keep your sense of humor.
6. Establish your own standards and do not be governed by others' expectations or demands.
7. Do not skip meals or live on snack foods because you are too busy.
8. Remember to continue your regular exercise routine.

-Naval Safety Center SafeTips

N3, continued from page 4.

"One of the goals of the Strategic Plan is to become more focused on operational timescales, not just strategic timescales," said Rigney, "and that is the direction in which N3 is headed."

Rigney began his career with NAVOCEANO 21 years ago. He graduated from Florida State University with a master's degree in meteorology under a NASA traineeship in air-sea interaction and satellite oceanography. Rigney became N3's director in 2000.

Carnes, continued from page 4.

benefit NAVOCEANO in so many ways," said Dennis Krynen, director of the Analysis Division. "His extended knowledge and expertise in the science of oceanography is an asset to this organization. I believe he is one of the best oceanographers at Stennis."

Currently, Carnes is writing software to display predictions from ocean models and to evaluate their

accuracy against in situ observations to support an important Navy exercise. He is also focused on writing reports to document a previous experiment using gliders, particularly their feasibility for augmenting shipboard measurements and their use in the evaluating ocean models. In addition, he developed the most recent version of the Generalized Digital Environmental Model (GDEM), a global ocean climatology of tempera-

ture and salinity, and spends time responding to questions from the Fleet related to GDEM. "I'm kind of a jack-of-all-trades," Carnes said.

Daily business aside, Carnes always finds time to mentor his knowledge and ideas to his colleagues.

"He is kind of a sensei [or mentor] for advice," said Krynen.

"I work with a group of good people," Carnes said. "It makes my job enjoyable."

In the Community

Annual Maury Morale Golf Tournament Benefits Toys for Tots

More than 200 golfers, volunteers and businesses from around the country participated in the 6th annual Maury Morale Golf Tournament, held at The Oaks Golf Club in Pass Christian, Miss., October 7.

The tournament is part of a larger effort on behalf of employees at NAVOCEANO to raise money for the U.S. Marine Corps Reserve Toys for Tots Foundation. The program benefits children in the community by providing them with toys and books during the holiday season.

NAVOCEANO employees raised more than \$7,500 to purchase toys for local children. The annual Maury Morale Golf Tournament is the largest fundraiser for the NAVOCEANO Toys for Tots effort.

NAVOCEANO's George Sheridan, Jerry Bower (RLICC), Dr. Jack Breyer and Dan Saulpaugh participated in this year's golf tournament in support of Toys for Tots.



Employee Excellence

NAVOCEANO Employees Recognized for Excellence

After CAPT Jeff Best's All Hands call on October 6, nearly 70 NAVOCEANO employees were recognized for various achievements within the past year. CAPT Best and department directors presented awards for survey excellence, mine warfare support and site manager certification.



CAPT Jeff Best and Hydrography Department Director Barbara Reed (far right) presented Survey Excellence Awards to N4ers Todd Hancock, Gail Smith, Lou Cosse, Melissa Odom, Kahlil Khan, Stephanie Shiel, James Causey, Theresa Anoskey and Steve Howell. Not pictured: Wayne Korpi, Calvin Martin, Jenny Moestikawati, Chuck Nichols, Mary Pyles and Lauri Zeller.

CAPT Jeff Best and Oceanography Department Director James Rigney (second from right) present Survey Excellence Awards to N3ers Tom Best, Jack Tamul, Dr. Mike Carnes, Danielle Bryant (front row), Donald Mayeux, Michael Toner, Kevin Hart, Kimberly Kelly and Steve Crossland. Not pictured: Karen Patterson.



CAPT Jeff Best and Geophysics/Acoustics Department Director Steve Lingsch (far right) presented Survey Excellence Awards to N5ers Carlos Alonso, Randall Hill, David Bates, Sungat Altis, Eddie Cranford, William Becker, Jan Saunders, Peggy Haeger and Chris Robinson. Not pictured: Glenn Villemarette, Robert Delgado, Lewis Gray, Scott Langford, John M. Staly and Gary Watson.

Employee Excellence



CAPT Jeff Best (center) and Acting Logistics and Management Services Department Director LCDR Mark Furr (right) present Dr. Jack Breyer (left) with a plaque in recognition of his obtaining a doctoral degree in Mass Communication from the University of Southern Mississippi.



CAPT Jeff Best and Engineering Department Director Mark Boston (far right) presented Survey Excellence Awards to N6ers Larry Johnson, Gary Miller, Chauncey Philan, Steve Warner and Scott Bruner.

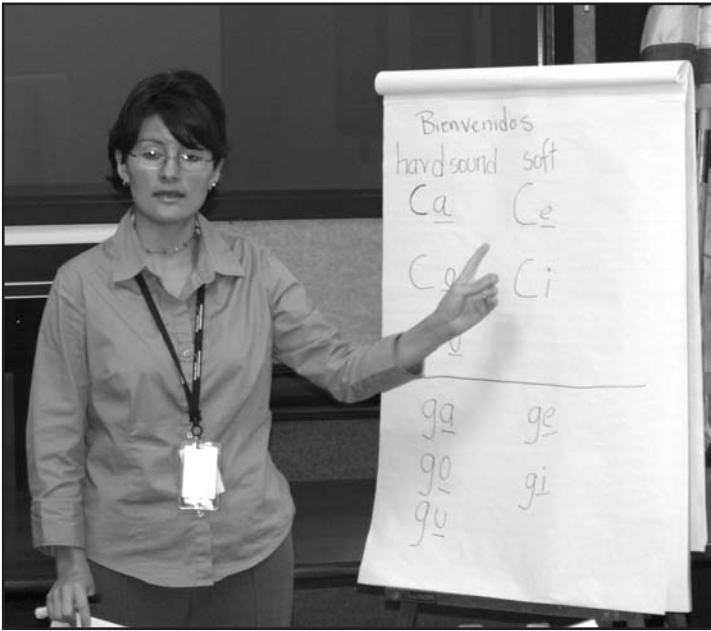


CAPT Jeff Best and Hydrography Department Director Barbara Reed (far right) presented awards to employees who recently completed the Site Manager Certification Course to Patricia Stiede, Gail Smith, Harold Littles (back row), A.J. Pearson, Glen Carson, Kurt Nelson (back row), Theresa Anoskey, Chris Coward, Don Newcomb, Peggy Haeger, Michael Fougousse, Micah Tinkler and Ricky Williamson. Not pictured: Quent Burge, Gary Cantrell, Shirley Dorsey, Stephen Farr, Mary Mitchell, Mary Pyles and Jeff Stadalis.

CAPT Jeff Best and Plans, Programs and Requirements Department Director Rich Sandy (far right) presented a Certificate of Appreciation for Mine Warfare Support to Hallie Graves, Amanda McKee, Chris Robinson, Chris Coward, Todd Bowers, Ken Grossman, William Becker, Ken Grembowicz, Bill Marquez, Dave Morgerson, Rachel Coleman, Chuck Martin, Peggy Haeger and Jim Hammack. Not pictured: Mark Beddoe, Christy Finch, LT Jay Jones, Mark Null and Bobbie Thompson.



Hispanic Heritage



As part of Hispanic Heritage Month, a brown bag lunch Spanish/Latin culture class was held Oct. 15. Alvin Cajigas, NAVOCEANO's Hispanic Special Emphasis Program manager, introduced Soraya Ourso and Mayra Santiago who taught the class of more than 25 employees. Pictured is Ms. Ourso explaining the phonetic pronunciation of Spanish to participants.

AFGE Lunch & Learn



The American Federation of Government Employees (AFGE) educated NAVOCEANO employees about the Union during Lunch & Learn sessions held in October. AFGE members discussed the benefits of the Union, encouraged people to join and provided lunch for passers-by. For more information about the AFGE, call 688-4200.

Share Thanksgiving

NAVOCEANO's Dale Newell, Sandra Owen and Roger Cuevas helped load more than 600 food items collected during this year's Share Thanksgiving food drive for delivery to food pantries in Pearl River and Hancock counties.



Creepy Costumes

Michael Jackson (Comptroller Don Lancaster) and his ghoulish group were declared winners in the annual Halloween Costume Contest after dancing to the Jackson classic "Thriller." The contest was held October 29 at the Cypress House.



Awards

Civilian Length of Service

This listing contains awards dated November 2004 through January 2005.

5 Years

Jennifer B. Bowers
Arthur S. Davidson
Neil Duffin
John M. Fougereousse
Kelly D. Fougereousse
Kenneth P. Grembowicz
Paul E. Marin
Kieran T. O'Driscoll
A. J. Pearson
Chauncey L. Philan
David P. Sanders
Steven J. Villarrubia
Melvin D. Wagstaff Jr.
John W. Webb

10 Years

Martin F. Ammond

15 Years

Sagar B. Dave
Leo L. Dubourg III
Sally H. Erickson
David W. Harvey
Lucretia A. Lenoir
Ida B. McBride
Terrence L. Morris
Forrest L. Noll III
Pamela A. Stenum
Scott W. Wallace
Thomas J. Woody

20 Years

Michael R. Carnes
Jerry M. Gathof
Christine T. Mire
Bruce J. Rumish
Susan M. Sebastian
George J. Sheridan
Gary P. Watson

25 Years

William D. Currie
Catherine S. Pope

30 Years

Barry A. Sysak
Charles S. Weisner
Monica S. Zorn

40 Years

Curtis B. Arleth
Ronald V. Carswell*

**Mr. Carswell has 20 years civilian service and 20 years military service.*

Navy Achievement Medal

ENS Robert Cleary
LT Christopher J. Esposito
ENS Matthew Pawlenko
ENS Matthew Wilson

Navy Commendation Medal

AGC (AW/SW) Juan Morales
LCDR Anthony Gilliss

Upcoming Events

The **Toys for Tots** drive ends 13 December. Buy a toy, game or book and drop the unwrapped gift into a Toys for Tots box in your area. Last year, NAVOCEANO employees provided hundreds of toys for children to open Christmas morning.

Santa will make an appearance at NAVOCEANO's **Holiday Open House** on 16 December. Employees are responsible for arranging their family members' entrance to the site and acting as their escort around the buildings.

To show your holiday spirit, take part in the Holiday **Door Decorating Contest**. The doors will be judged in three categories: Traditional, Original and Humorous, and winners will be announced on 16 December. To enter, contact Public Affairs.

Federal offices will be closed in observance of **Christmas** on 24 December and **New Year's Day** on 31 December.

17 January is a federal holiday in honor of **Dr. Martin Luther King Jr.'s Birthday**.

Around SSC

NAVO Hosts CFC Kick-off at SSC

NAVOCEANO hosted this year's site-wide Combined Federal Campaign (CFC) kickoff at Stennis Space Center.

More than 26 nonprofit charities set up booths, provided activities and answered questions.

Attendees enjoyed a hotdog lunch and competed in a basketball shootout, battling buoys, fish charts, hula hoops, a frisbee toss and more. The dunking booth once again was a crowd-pleaser. All proceeds benefitted the CFC.

The CFC is an annual fundraising drive conducted every fall. The program allows federal employees and military personnel to donate to charities of their choice through payroll deduction.

Each year, federal employees and military personnel raise



NAVOCEANO Executive Officer CAPT Andy Brown braves the dunking booth to raise money for CFC.

millions of dollars through the CFC that benefits thousands of nonprofit charities.

For more information visit <http://www.opm.gov/cfc>.

NAVOCEANO News

CNO, USMC Commandant Talk Sea Basing at NDIA

By Jacqui L. Barker, Naval Support Activity Panama City Public Affairs

Chief of Naval Operations ADM Vern Clark and U.S. Marine Corps (USMC) Commandant GEN Michael Hagee spoke to Expeditionary Warfare Conference attendees at Naval Support Activity in Panama City, Fla., in October about the importance of Sea Basing and how new and future technologies play a crucial role.

The National Defense Industrial Association (NDIA) sponsored the ninth annual conference also attended by NAVOCEANO representatives.

This year, the focus was on joint expeditionary warfare and Sea Basing. The Naval Surface Warfare Center Panama City hosted the conference, which gives all military branches a forum to articulate DOD strategic intentions or requirements to industry and other attendees.

Sea Power 21 is the CNO's vision of 21st century power projection from the maritime domain. It is comprised of three major concepts: Sea Basing, Sea Shield and Sea Strike.

"Our conviction is that we will provide a better capability to reflect the nation's ability to operate in a maritime domain, where we can take the sovereignty of this nation and park it in international waters," Clark said to

reporters after speaking at the conference. He added that Sea Basing maximizes the Navy and USMC team's advantage of operating in the vast maneuver space of the sea.

The concept accelerates expeditionary deployment timelines by prepositioning warfighting capabilities in a theater, enabling joint forces to take rapid action in a crisis situation. Sea-based forces have the advantages of security, swift employability and operational independence.

Clark and Hagee both emphasized how the Navy and the USMC continue their teamwork to phase Sea Power 21 into operational plans.

Hagee said the USMC has started educating Marines on predeployment issues such as cultural integration. Prior to the invasion of Iraq, 25,000 Marines were ready for deployment. Eight hundred of those Marines went to school for four weeks to learn basic Arabic phrases.

"Islam is the predominant religion there, so if we're going to operate in that region, service members need to understand that particular culture, and we can't do that when we're getting ready to cross that line of departure in two weeks," Hagee said. "That [training] has to be part of the pre-deploy-

ment education system, and we're doing that in the Marine Corps."

Clark recently spent time in the Northern Gulf with Expeditionary Strike Group 3, a prime example of the two forces working together.

"The ability to . . . provide twice as much combat power in half the time is something they can't do unless we build a force that will support it, deliver it and help sustain it," Clark said.

FYI: SEA BASE

"SEA BASE serves as the foundation from which offensive and defensive fires are projected making SEA STRIKE and SEA SHIELD realities. As enemy access to weapons of mass destruction grows and the availability of overseas bases declines, it is compelling both militarily and politically to reduce the vulnerability of U.S. Forces through expanded use of secure, mobile, networked sea bases. SEA BASE capabilities will include providing Joint Force Commanders with global command and control and extending integrated logistical support to other services. Afloat positioning of these capabilities strengthens force protection and frees airlift-sealift to support missions ashore."

-Navy Warfare Development Command

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